

EMPLOYEE SENSING INTERVIEWS

Evaluator ~ Janice Schreuder.

Overall Executive Assessment

After spending two full days with (25 individual) staff members in the Parks and Recreation, the conclusions of staff includes:

- - Feel undervalued by Mayor, City Manager, and some Council members
- + Feel their jobs are meaningful ~ most don't leave their jobs once they're hired
- + Were all relieved when the Police Department take-over was toned down
- - Would like employee recognition – individual and collectively
- + All appreciate and respect their supervisors and their Director
- Major change needed in the Department should be better internal communications on what's going on currently, more inclusion regarding the future and reduction of rumors
- Contractors need closer supervision; regular staff generally pick up the details
- Don't want the Police Department doing their supervision, but would enjoy a closer relationship and cooperative challenge with service to the community
- City Manager and Council need to re-establish infrastructure funding and not “put down” our efforts. Police need to provide better protection to community centers.
- The Director has done a good job and should be commended for efforts in building parks. Infrastructure and supervision has been very lacking in the recreation division.
- Training in both divisions has been woefully inadequate.

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- City Manager and Mayor's offices have not been seen as positive in creating change of a positive nature in Parks and Recreation.
- Continue equipment replacement and refreshment program.
- All personnel in management need role clarification, accountabilities, and desk audits like the Police Department. It would provide greater efficiencies and reduce the need to privatize.
- "Assistant Director in the Department has no positive role... what a waste!"
- The Department needs more involvement with neighborhoods.
- Management in recreation is permissive and without clear goals; many work very hard on their own directions.
- Hiring practices aren't legitimate... supervisors hiring friends, children, etc. Testing is a good process and the Assistant Director should be helpful? Personnel practices not very strong.
- Don't want things privatized; we can beat any private effort.
- We need teambuilding and group events to unite Parks and Recreation, Police and Public Works
- Leadership training is needed on a regular basis.

Individual Divisional Assessment

From the Parks Division –

- - The Parks Division 'overall' does not want to be attached to the Police Department; they feel that PD should be everywhere they're needed and not specifically attached to their division.
- - They don't mind the PD Assessment currently progressing; however, some wonder "why?"
- + They like Lt. Bennick... nice guy!
- Don't lease golf course. PAL program takes more from Recreation and the services between PAL and Recreation overlap without good direction.

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- Parks has made substantial gains but Manager has little office support and no control of his budget.
- Want PD to do their jobs better (safety) and let us do our business.
- We should receive more credit on our Parks projects and we support the community.
- Ron has been a good politician in getting funding. We appreciate his efforts.
- City Manager's messages to the Department are unclear, and media representation of his views is negative.
- Get rid of Tree Fresno.
- * Parks is very short staffed and can't maintain to the highest standards.
- Eliminate in-City fighting fostered by Administration/City Manager. Michael is an excellent manager.
- Roles and responsibilities need clarifying and greater ownership assigned. Professional dress is needed.

From the Recreation Division –

- + The Recreation Division 'overall' does want to be attached to the Police Department; they feel that PD on site is beneficial to their work, the youth at risk, and PD enhances their focus on all that they do.
- + They appreciate the PD Assessment, which is currently going on. It can only spotlight the help that's needed.
- Ron has been a good Director; hate to see him leave.
- Numerous employees and clerical problems are not addressed by management
- Better communications needed and responsibility for supervision and carrying out objectives and goals.

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- Morale in Recreation is poor; not strong management team and unclear goals.
- Cooperation with schools requires improvement. Mayor could help. PD could help us with financial and supervision assistance on a project basis.
- Vans needed for transportation to programs and events.

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